

San Francisco County
System Improvement Plan Approval Document
Received: October 1, 2004

Program Areas	Improvement Plan			Anticipated Date of Completion
	*Required		Strategy	
	Yes	No		
Safety:				
<ul style="list-style-type: none">Recurrence of Maltreatment	X		-Establish a standardized assessment tool/process for the hotline, train staff and implement	12/05
			-Establish a standardized assessment tool/process for the ER to ensure cases are receiving an appropriate disposition initially. Incorporate Linkages into assessment tool	12/05
			-Implement TDM for all removal decisions	11/04-Ongoing
			- Ensure consistent use of family & community involvement in case planning by establishing an accountability process and training staff	8/05
			- Ensure FM workers make timely visits to children that were not removed by giving training & monitoring progress.	8/05
			- Develop community partnerships and ensure all families are appropriately assessed for substance abuse & linked to an array of services	6/05
			-Implement & enhance coordination w/Linkages Project	9/05
			-Establish Differential Response intake system w/ 3 response paths	9/06
			-Utilize existing networks of public, private, grassroots, natural/informal resources in communities where large numbers of families involved with CWS live	9/06
			<i>Data reports and contact with county will be used to monitor progress.</i>	
<ul style="list-style-type: none">Abuse/Neglect in foster care	X		-Increase the number child welfare workers consistently involving families, children, foster families and other partners in reunification case planning and service delivery and maintaining regular contact with families.	8/06
			-Implement icebreaker meetings where the child welfare worker, the birth family,	9/06

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			<p>the foster family and the child(ren) (when appropriate) meet to share information.</p> <p>-Implement TDM for all removal decisions.</p> <p>-Ensure consistent use of family & community involvement in case planning by establishing an accountability process and training staff.</p> <p>-More consistently track social worker visits in CWS/CMS.</p> <p>-Explore encouraging meetings between workers when cases transfer from one unit to another.</p>	<p>Ongoing</p> <p>8/05</p> <p>Jan-Mar 05</p>
<ul style="list-style-type: none"> Timely ER Response (process measure) 		X		
<ul style="list-style-type: none"> Social Worker Visits with child (process measure) 	X		<p>-San Francisco identifies data entry issues as the reason they appear out of compliance with SW visits. Before May 3, 2004, they did not require that face-to-face contacts be input into CWS/CMS. However, <u>during Quality Assurance and supervisory reviews of paper case files</u>, they found that they <u>were not</u> out of compliance with timely visits. Nevertheless, they want to make improvements and take the following actions included in their SIP:</p> <p>Systemic factor - Relevant Management Information Systems.</p> <p>-More consistently track social worker visits in CWS/CMS.</p> <p>Ensure FM and FR workers make timely, quality visits (allowing for exceptions) in cases where children remain in the home and for all families working toward reunification.</p> <p>-The practice is not consistent throughout the entire organization, and modeling, training and monitoring are needed.</p> <p>Define "Quality" visits and exemplary casework.</p>	<p>Jan-Mar 05</p> <p>May-June 05</p>

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			<ul style="list-style-type: none"> - Encourage home visits for families, the existing caseworker, and the new caseworker when cases transfer from one unit to another. - Explore encouraging meetings between workers when cases transfer from one unit to another. <p>Identify staff to provide training and modeling to others.</p> <p>Establish an accountability process.</p> <ul style="list-style-type: none"> - Report data on timely visits to the Mayor's office monthly. - Consider building ongoing practice discussions and modeling into unit meetings of "special excellence sessions." - Build in a clear role for supervisors and managers in accountability. - Build clear expectations into performance reviews for staff. <p>Develop and conduct agency-wide practice enhancement training.</p>	<p>May-June 05</p> <p>July-Aug 05</p>
Permanency				
<ul style="list-style-type: none"> • Time to Reunification 		X		
<ul style="list-style-type: none"> • Time to Adoption 		X		
<ul style="list-style-type: none"> • Placement Stability 		X		
<ul style="list-style-type: none"> • Foster Care re-entry 	X		<ul style="list-style-type: none"> -Ensure FR workers involve families and community partners in case planning. Establish an accountability system & train staff -Utilize existing networks of public, private, grassroots, natural/informal resources in communities where large numbers of families involved with CWS live Ensure FR workers make timely visits to all families by establishing accountability 	<p>8/05</p> <p>9/06</p> <p>8/05</p> <p>6/05-Ongoing</p>

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			& training - Create a Parent Advisory Council - Ensure all families are appropriately assessed for substance abuse and linked to an array of services - Enhance coordination w/ Linkages Project -Work w/ DHS Housing & Homeless for affordable housing slots.	6/05 9/05 3/05
			<i>Data reports and contact with county will be used to monitor progress.</i>	
Well-Being				
<ul style="list-style-type: none"> Preserving family relationships 				
<ul style="list-style-type: none"> Least Restrictive Placements 				
<ul style="list-style-type: none"> ICWA Placements 				
<ul style="list-style-type: none"> ILP 			-Increase the number of youth age 8-18 in care that achieve permanency -Strengthen policy & practice provide training and work to make life long connections w/ youth and significant adults in their lives -Establish support/ wraparound/ consultation -Implement TDM and providing training -Ensure families & all partners are involved in case planning by establishing an accountability process & conducting agency-wide practice enhancement training -Develop an accurate statistical profile & a thorough assessment of services for the emancipated population. -Develop & implement a procedure to collect survey data each month as youth emancipate and integrate findings into existing communication and initiatives -Ensure youth age 14-18 are identified and actively involved in ILSP &	9/05-Ongoing 9/05 8/05 6/05

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		<p>emancipation planning by establishing training, accountability tracking and implementing Emancipation Team Meetings</p> <p>9/05</p>
		<p>-Ensure active involvement of youth, foster parents, & relative caregivers in ILSP by conducting targeted outreach, developing training, and implementing a variety of family-and adult- focused events</p> <p>6/05</p>
		<p>-Work w/community partners to create a support network for youth in transition and increase the number of youth served by ILSP aftercare</p> <p>9/05</p>
		<p>-Work w/ DHS Housing & Homeless for affordable housing slots to support & stabilize emancipated youth by establishing an FCS Liaison and hold meetings for collaborations</p> <p>3/05</p>
		<p>-Implement the Foster Youth Transition Project by conducting discussion groups, administering a self-assessment tool and developing a multi-year plan to address challenges</p> <p>6/06</p>
		<p>-Establish collaborations between DHS and School District staff to better track youth enrolled, develop models of educational support.</p> <p>3/06</p>
		<p>-Disseminate documentation regarding school suspension procedures to DHS staff and caregivers, and initiate collaborative trainings</p>
		<p><i>Data reports, Safe Measures and contact with county will be used to monitor progress.</i></p>

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Program Areas	Improvement Plan			Measurement Method and/or Due Date
	*Required		Strategy	
	Yes	No		
Systemic				
<ul style="list-style-type: none">Statewide Information System				
<ul style="list-style-type: none">Case Review System				
<ul style="list-style-type: none">Quality Assurance System				
<ul style="list-style-type: none">Training				
<ul style="list-style-type: none">Service Array				
<ul style="list-style-type: none">Agency Responsiveness to the Community				
<ul style="list-style-type: none">Foster and Adoptive Parent Licensing, Recruitment and Retention				

Comments:

San Francisco County submitted a 3 Year SIP. This document only represents the strategies scheduled for implementation in Year 1 and Year 1/2. Strategies scheduled for implementation in Year 2 and Year 2/3 are not listed in this report.

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